

**WSYR(AM), WHEN(AM), WYYY(FM), WWHT(FM), WBBS(FM),  
WWDG(FM), WPHR-FM & WSYR-TV**

**EEO PUBLIC FILE REPORT  
February 1, 2007 to January 31, 2008<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
IT Systems Administrator (Television)	1-36, 41-43, 45-46, 48-49	43
Promotion Producer (Television)	1-36, 41-43, 45-50	50
Promotion Producer (Television)	1-36, 41-43, 45-50	50
Traffic Coordinator (Television)	1-36, 42-43, 45-46, 48-49, 52	30
"Bridge Street" Producer (Television)	1-36, 41-43, 45-50	50
Director of Sales (Television)	1-36, 42, 45-50	50
Sports Reporter (Television)	1-36, 42, 45-49	34
Traffic Coordinator (Television)	1-36, 42-43, 45-46, 48-49, 52	29
National Sales Manager (Television)	1-36, 42, 45-46, 48-50	50
Account Executive (Television)	1-36, 41-43, 45-46, 48-49	32
Account Executive (Television)	1-36, 41-43, 45-46, 48-49	31
Account Executive (Television)	1-36, 41-43, 45-46, 48-49	32
Creative Services Producer (Television)	1-36, 41-43, 45-46, 48-50	50
Traffic Coordinator (Television)	1-36, 41-43, 45-46, 48-49, 51	34
Reporter (Television)	1-36, 41-43, 45-46, 48-49, 51	31
Accounting Assistant (Television)	1-36, 41-43, 45-46, 48-49, 51	43
Accounting Assistant (Television)	1-36, 41-43, 45-46, 48-49, 51	43
Accounts Receivable/Bookkeeper (Radio)	1-29, 31-35, 38, 40, 42-43, 46, 49	43
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	4
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	44
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	31
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	44
News Reporter (Radio)	1-29, 31-35, 38, 41-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	43
Account Executive (Radio)	1-29, 31-35, 38, 41-43, 46, 49	43
Traffic Anchor/Producer (Radio)	1-29, 31-35, 38, 42-43, 46, 49-50	50
Account Executive (Radio)	1-29, 31-35, 38, 42-44, 46, 49	43
Account Executive (Radio)	1-29, 31-35, 38, 41-43, 46, 49	34
Account Executive (Radio)	1-29, 31-35, 38, 41-43, 46, 49	43
Administrative Assistant (Radio)	1-29, 31-35, 38, 42-43, 46, 49	38

<sup>1</sup> This Report was revised in April 2009 to address minor reporting issues.

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Coordinator (Radio)	1-29, 31-35, 38, 42-43, 46, 49	43
Traffic Coordinator (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	31
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Producer / Webmaster (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Traffic Director (Radio)	1-10, 12-16, 18-21, 23-25, 27-28, 31-35, 38, 42-43, 46, 49, 50	50
Network Server Operator (Television)	1-36, 41-43, 45-46, 48-49	31
Network Server Operator (Television)	1-36, 41-43, 45-46, 48-49	31

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<b>NAACP of Syracuse</b> P.O. Box 397, Colvin Elmwood Station Syracuse, NY 13205 Phone: 315-422-6933 Contact: Preston Fagan	Y	0
2	<b>National Organization for Women</b> P.O. Box 1234 Syracuse, NY 13202 Phone: 315-474-0688 Contact: Barbara Kirkpatrick / Wendy Yost Email: <a href="mailto:wendy_yost@msn.com">wendy_yost@msn.com</a>	Y	0
3	<b>Women's Information Center</b> 601 Allen Street Syracuse, NY 13210 Phone: 315-478-4636	Y	0
4	<b>Syracuse University</b> Center for Career Services 235 Schine Student Center Syracuse, NY 13244 Phone: 315-443-1870 Fax: 315-443-2805 Email: <a href="mailto:careers@syr.edu">careers@syr.edu</a>	Y	1
5	<b>Syracuse Model Neighborhood Facility</b> 401 South Avenue Syracuse, NY 13204 Phone: 315-671-5804 / 315-474-6823, Ext. 165 Fax: 315-472-9963 Contact: Mary Anne Ciccarelli / Cerissa Gaulden Email: <a href="mailto:mciccarelli@swccsyr.org">mciccarelli@swccsyr.org</a> / <a href="mailto:cgaulden@swccsyr.org">cgaulden@swccsyr.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	<b>SI Newhouse School of Public Communications</b> 215 University Place, Bldg. 1, Room 20 Syracuse, NY 13244 Phone: 315-443-2301 / 315-443-3270 Fax: 315-443-3946 Contact: Jennifer Garrison / Bridget Lichtinger Email: <a href="mailto:jlgarris@syr.edu">jlgarris@syr.edu</a> / <a href="mailto:belichti@syr.edu">belichti@syr.edu</a>	Y	0
7	<b>Peace Inc. County West Family Residential Center</b> 52 Oswego Street Baldwinsville, NY 13027 Phone: 315-638-1051 Contact: Joy King Email: <a href="mailto:j.king@peace-cao.org">j.king@peace-cao.org</a>	Y	0
8	<b>Howard University</b> Career Services 525 Bryant Street NW Washington, DC 20059 Phone: 202-806-7513 Fax: 202-462-4267 Email: <a href="mailto:careersrhu@howard.edu">careersrhu@howard.edu</a>	Y	0
9	<b>The Native American JPTA</b> 312 Gifford Street Syracuse, NY 13204 Phone: 315-475-6417 Fax: 315-475-5307 Contact: Charlotte Tarbell Email: <a href="mailto:netsyrcharlotte@hotmail.com">netsyrcharlotte@hotmail.com</a>	Y	0
10	<b>Southside Community Center</b> 305 S. Plain Street Ithaca, NY 14858 Phone: 607-273-4190 Contact: Chana Perkins Email: <a href="mailto:cperkins@sscc-ithaca.org">cperkins@sscc-ithaca.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	<b>Office of Minority Affairs</b> 201 E. Washington Street, City Hall Room 219 Syracuse, NY 13202 Phone: 315-448-8708 Fax: 315-448-8761 Contact: Bill Owens Email: <a href="mailto:bowens@ci.syracuse.ny.us">bowens@ci.syracuse.ny.us</a>	Y	0
12	<b>Dunbar Association Inc.</b> 1453 S. State Street Syracuse, NY 13205 Phone: 315-476-4269 Contact: Sharon Jack-Williams Email: <a href="mailto:sharcol56@aol.com">sharcol56@aol.com</a>	Y	0
13	<b>Displaced Homemakers Program</b> 770 James Street Syracuse, NY 13203 Phone: 315-446-0550 Contact: Kate Artessa Email: <a href="mailto:syrdhp@yahoo.com">syrdhp@yahoo.com</a>	Y	0
14	<b>Onondaga Community College</b> 4941 Onondaga Road Syracuse, NY 13215 Phone: 315-498-2622 Contact: Dave Pasiak Email: <a href="mailto:pasiakd@sunyocc.edu">pasiakd@sunyocc.edu</a>	Y	0
15	<b>Cayuga Community College</b> 197 Franklin Street Auburn, NY 13021 Phone: 315-255-1743 Contact: Karen Merritt / Pam Crowley Email: <a href="mailto:merritt@cayuga-cc.edu">merritt@cayuga-cc.edu</a> / <a href="mailto:crowley@cayuga-cc.edu">crowley@cayuga-cc.edu</a>	Y	0
16	<b>SUNY Oswego Career Services</b> 7060 State Route 104 Oswego, NY 13126 Phone: 315-312-2255 Fax: 315-312-5443 Contact: Gary Morris Email: <a href="mailto:gmorris@oswego.edu">gmorris@oswego.edu</a>	Y	15

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	<b>Tompkins-Cortland Community College</b> 170 North Street, P.O. Box 139 Dryden, NY 13053 Phone: 607-844-8222 Contact: Jim Hull Email: <a href="mailto:hullj@sunytc.edu">hullj@sunytc.edu</a>	Y	0
18	<b>Onondaga-Madison Board of Cooperative Educational Services (BOCES)</b> P.O. Box 4754 Syracuse, NY 13290 Phone: 315-433-2634 Contact: Director of Job Placement Email: <a href="mailto:jjohnson@ocmboces.org">jjohnson@ocmboces.org</a>	Y	0
19	<b>Spanish Action League</b> 700 Oswego Street Syracuse, NY 13204 Phone: 315-475-6153 Contact: Roberto Jimenez / Maribel Diaz Email: <a href="mailto:rjimenez@laligaonline.com">rjimenez@laligaonline.com</a> / <a href="mailto:mdiaz@laligaonline.com">mdiaz@laligaonline.com</a>	Y	0
20	<b>Transitional Learning Services of Onondaga County</b> 420 E. Genesee Street Syracuse, NY 13202 Phone: 315-478-4151 Fax: 315-478-3118 Contact: Catherine Montpetit / Heidi Kwasniewski Email: <a href="mailto:cmontpetit@tls-onondaga.org">cmontpetit@tls-onondaga.org</a> / <a href="mailto:hkwasniewski@tls-onondaga.org">hkwasniewski@tls-onondaga.org</a>	Y	0
21	<b>National Association of Hispanic Journalists</b> 1000 National Press Bldg. 529 14 <sup>th</sup> Street NW Washington, DC 20045-2001 Phone: 202-662-7145 Fax: 202-662-7144 Contact: Ivan Roman Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	<b>New York State Broadcasters Association</b> 1805 Western Avenue Albany, NY 12203-4601 Phone: 518-456-8888 Contact: Sandy Messineo Email: <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>	Y	2
23	<b>New York State Division of Human Rights</b> 333 E. Washington Street, Room 401 Syracuse, NY 13202 Phone: 315-428-4633 Fax: 315-428-4638 Contact: Valerie Woods Email: <a href="mailto:vwoods@dhr.state.ny.us">vwoods@dhr.state.ny.us</a>	Y	0
24	<b>California Chicano News Media Association (CCNMA), USC Annenberg School of Journalism</b> 300 S. Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone: 213-437-4408 Contact: Sylvia Wells Email: <a href="mailto:sylvia@ccnma.org">sylvia@ccnma.org</a>	Y	0
25	<b>Aurora of Central New York</b> 518 James Street Syracuse, NY 13203-2238 Phone: 315-422-2429 Fax: 315-422-4792 Contact: John Scala Email: <a href="mailto:auroracny@auroraofcny.org">auroracny@auroraofcny.org</a>	Y	0
26	<b>Association for Better Living</b> 4141 S. Salina Street Syracuse, NY 13205 Phone: 315-469-0469 Email: <a href="mailto:communitybuilder@hotmail.com">communitybuilder@hotmail.com</a>	Y	0
27	<b>ITT Technical Institute</b> 235 Greenfield Pkwy. Liverpool, NY 13088 Phone: 315-234-2711 Contact: Peter Calabro Email: <a href="mailto:pcalabro@itt-tech.edu">pcalabro@itt-tech.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	<b>Cornell University</b> 42-51 Campus Road Ithaca, NY 14850 Phone: 607-254-4636 / 607-221-5221 Email: <a href="mailto:nrc2@cornell.edu">nrc2@cornell.edu</a> / <a href="mailto:dd21@cornell.edu">dd21@cornell.edu</a>	Y	0
29	<b>Clear Channel Clear Careers Website</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	3
30	<b>WSYR-TV Station Website</b> <a href="http://www.9wsyr.com">www.9wsyr.com</a>	N	14
31	<b>Non-Employee Referral</b>	N	16
32	<b>Employee Referral</b>	N	42
33	<b>Internal Posting</b>	N	4
34	<b>Walk-Ins/Self-Referral</b>	N	21
35	<b>Ithaca College</b> 953 Danby Road Ithaca, NY 14850 Phone: 607-274-3365 Email: <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a>	N	0
36	<b>New York State Department of Labor</b> 443 N. Franklin Street Syracuse, NY Phone: 315-477-6948 Fax: 315-477-6996	N	0
37	<i>[Intentionally Omitted]</i>	N	0
38	<b>Clear Channel Syracuse Radio Station Websites</b> <a href="http://www.570wsyr.com">www.570wsyr.com</a> <a href="http://www.sportsradio620.com">www.sportsradio620.com</a> <a href="http://www.y94fm.com">www.y94fm.com</a> <a href="http://www.hot1079.com">www.hot1079.com</a> <a href="http://www.b1047.net">www.b1047.net</a> <a href="http://www.newrock105.com">www.newrock105.com</a> <a href="http://www.power1069jamz.com">www.power1069jamz.com</a>	N	7
39	<b>Albany Times Union</b> P.O. Box 15005 Albany, NY 12212 Phone: 607-756-0246 Contact: Larry Oyer Email: <a href="mailto:loyer@timesunion.com">loyer@timesunion.com</a>	N	0



RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
40	<b>CR Fletcher Associates</b> 126 N. Salina Street Syracuse, NY 13202 Phone: 315-471-1000 Fax: 315-471-6500 Contact: Carol Fletcher	N	3
41	<b>Syracuse New Times</b> 1415 W. Genesee Street Syracuse, NY 13204 Phone: 315-422-7011, Ext. 134 Fax: 315-422-1721 Contact: Kim Contento Email: <a href="mailto:kcontento@syracusenewtimes.com">kcontento@syracusenewtimes.com</a>	N	0
42	<b>National Association of Broadcasters (NAB), The Employment Clearinghouse</b> Career Center 1771 N Street NW Washington, DC 20036 Phone: 202-429-5498 Email: <a href="mailto:careercenter@nab.org">careercenter@nab.org</a>	N	0
43	<b>Syracuse Post Standard</b> P.O. Box 4195 Syracuse, NY 13221 Phone: 315-470-2039 Fax: 315-470-3191 Contact: Mary Bill Email: <a href="mailto:mbill@syracuse.com">mbill@syracuse.com</a> <i>(also posted on syracuse.com)</i>	N	54
44	<b>Clear Channel Syracuse Radio Station On-Air Announcements (all SEU stations)</b>	N	5
45	<b>MediaLine – Television</b> P.O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Contact: Mark Shilstone Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	Y <i>(TV only)</i>	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
46	<b>Center for Community Alternatives</b> 115 E. Jefferson Street, Suite 300 Syracuse, NY 13202 Phone: 315-422-5638, Ext. 230 Fax: 315-471-4924 Contact: Norm Jones Email: <a href="mailto:njones@communityalternatives.org">njones@communityalternatives.org</a>	Y	0
47	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Contact: Michael Bille Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	Y <i>(TV on-air positions only)</i>	0
48	<b>TVJobs.com Broadcast Employment Services</b> P.O. Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Fax: 760-754-2115 Contact: Mark Holloway Email: <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	Y <i>(TV only)</i>	1
49	<b>Electronic Media Communications Dept. – Onondaga Community College</b> 4941 Onondaga Road Syracuse, NY 13215 Phone: 315-498-2321 Contact: Nancy Kelley Licata Email: <a href="mailto:licatan@sunyocc.edu">licatan@sunyocc.edu</a>	Y	0
50	<b>Internal Promotion</b>	N	8
51	<b>TV News Gigs</b> 318 SE Jackson Street Lee's Summit, MO 64063 Contact: Stacey Chaloux Email: <a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	N	0
52	<b>Unknown Source</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			197

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Career Fair (WSYR-TV)	From March 19 to March 25, 2007, WSYR-TV participated in the annual New York State Broadcasting Career Fair on the Internet, posting our job openings and inviting potential employees to submit their resumes. Our radio and television stations promoted the online career fair through on-air announcements.
2	Internship Program (WSYR-TV)	<p>During the reporting period, WSYR-TV hosted 14 interns from Syracuse University, Cazenovia College, LeMoyne College, Oswego State and Cortland State in the "Bridge Street" Department; 30 interns from Syracuse University, Oswego State, LeMoyne College, Cortland State and Onondaga Community College in the News Department; 2 interns from Oswego State in the Production Department; and 15 interns from Syracuse University, Onondaga Community College, Oswego State, Buffalo State and Ithaca College in the Sports Department.</p> <p>The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p>
3	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (WSYR-TV)	<p>In April 2007, our Director of New Media participated in a job fair and career day at East Syracuse Minoa High School and spoke to students about working in the broadcasting industry.</p> <p>In May 2007, our News Reporter participated in the Oswego County Career Fair at Central Square High School and spoke to students about working in the broadcasting industry.</p>

		<p>On July 27, 2007, our News Anchor spoke about careers in broadcasting at a Mini-Career Day held at Blodgett School as part of the Partners for Education and Business program, which helps to coordinate new opportunities for businesses to participate in school-to-work activities.</p> <p>On October 17, 2007, our Meteorologist participated in a career day at Christian Brothers Academy High School and spoke to students about careers in meteorology.</p> <p>On November 8, 2007, our “Bridge Street” Producer participated in an internship fair at Syracuse University and spoke to students about working in the broadcasting industry.</p> <p>On November 27, 2007, our News Anchor spoke to a Broadcast Newswriting class at Syracuse University about careers in broadcasting.</p> <p>On November 29, 2007, our Meteorologist participated in a career day at West Genesee Middle School and spoke to students about working in the broadcasting industry.</p>
4	Internship Program (Radio)	<p>During the First Quarter 2007, our radio stations hosted two interns from Syracuse University, one intern from LeMoyne College, and one intern from Kueka College. The interns received hands-on training in the Production, News, Programming and Accounting Departments.</p> <p>During the Second Quarter 2007, our radio stations hosted one intern from Syracuse University, one intern from The State University of New York (SUNY) – Oswego, one intern from SUNY – Brockport, one intern from SUNY – Buffalo, and one intern from Bryant &amp; Stratton. The interns received hands-on training in the Production, Promotions and Accounting Departments.</p> <p>During the Third Quarter 2007, our radio stations hosted two interns from Syracuse University. The interns received hands-on training in the Sales Department.</p>

		<p>During the Fourth Quarter 2007, our radio stations hosted one intern from LeMoyne College and one intern from Nottingham High School. The interns received hands-on training in the Production Department.</p> <p>The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p>
5	Participate in Job Fair (Radio)	<p>On March 21, 2007, our radio stations participated in a job fair at LeMoyne College, which was attended by approximately 100 students. Station participants included our General Sales Manager, who accepted resumes and discussed job opportunities at the stations with students interested in broadcasting careers.</p>
6	Participate in Job Fair (Radio)	<p>On April 19, 2007, our radio stations participated in a job fair at The State University of New York (SUNY) – Oswego, which was attended by approximately 100 students. Station participants included our General Sales Manager, who accepted resumes and discussed job opportunities at the stations with students interested in broadcasting careers.</p>
7	Participate in Job Fair (Radio)	<p>On October 17, 2007, our radio stations participated in a job fair at The State University of New York (SUNY) – Oswego, which was attended by approximately 100 students. Station participants included our News Reporter, who accepted resumes and discussed job opportunities at the stations with students interested in broadcasting careers.</p>
8	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	<p>On November 30, 2007, our Sales Manager gave a lecture to approximately 35 students in a broadcasting sales class at The State University of New York (SUNY) – Oswego. He also accepted resumes and discussed job opportunities at the stations with the students.</p>

9	Participate in Job Fair (Radio)	On December 27, 2007, our radio stations participated in the Come Home to Syracuse Job Fair hosted by the Syracuse Chamber of Commerce, the Metropolitan Development Association and the Manufacturers Association, which was attended by approximately 200 people. Station participants included our Market Manager and Sales Managers, who accepted resumes and discussed job opportunities at the stations with individuals interested in broadcasting careers.
10	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	On May 4, 2007, our Sales Manager gave a lecture to approximately 35 students in a broadcasting sales class at The State University of New York (SUNY) – Oswego. He also accepted resumes and discussed job opportunities at the stations with the students.